OCCUPATIONAL *Hazards*

JANUARY
1941

- American Manganese Steel gives Employees Maximum Welfare Facilities.
- Health Leaders Spread Advice.
- What about Industrial Health in the National Defense Program?
- The Trend in OCCUPATIONAL Disease Legislation.
- National Defense and Overtime.

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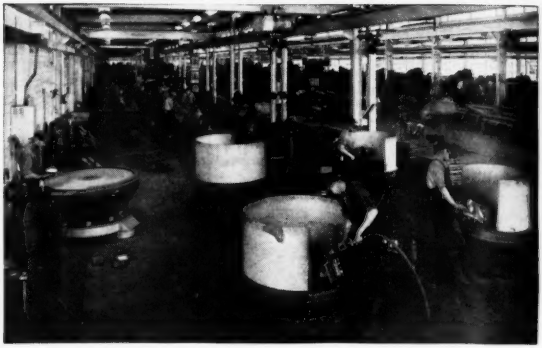
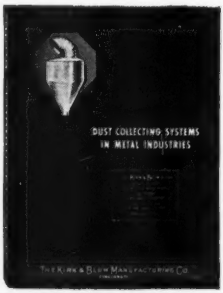


New Castings Cleaning Department, Monarch Machine Tool Co. Fine particles which ordinarily would fill the air, are now exhausted through top grilles of grinding bucks on which work is placed. In the Sanding Department, shown in rear, down draft ventilation through grille-topped tables makes sanding operation on painted castings clean, safe and eliminates need for masks.

The unique System recently installed in the new addition to the Monarch Machine Tool Company plant at Sidney, Ohio, is another example of how Kirk & Blum Engineers design, engineer and install Dust Control and Fume Removal Systems to meet individual plant requirements. The top of each working station is a large grating through which air is exhausted to pull away the dust, rust, sand, paint spray, etc. The men breathe fresh air which is pulled downward through the breathing zone to replace the dusty air that is exhausted at the grinding level. The grilled bucks and table tops are of convenient heights to avoid uncomfortable bent-over positions that are so tiring to human backs.



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- "Industrial Ovens"

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Safety Executive: "Say, I wish I had known all this before."

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Without obligation, please send me full details of your Foot Safety Plan. If you will stock Safety Shoes for our plant in your own stores, at no risk or expense to us, and have your own trained men fit them, I want to know all about it.

Company Name .....

Company address .....

Executive's name .....

Eye Tests in Industry

New eye tests to protect the vision and speed the efficiency of workers in defense and other industries have been recently announced. The tests, a new instrument for giving some of them, and the idea that workers must be selected for jobs on the basis of their eyesight as well as other requirements developed from this study of 16,000 workers in such diverse industries as chemicals, big steel and little steel, soap, public utilities, textiles, tanks and even horse shoes. This is apparently the first scientific study of the demands that modern machinery makes on the eyes of workers.

Five groups of eye defects and their significance were discovered in studies of occupations in which the visual requirements differed markedly. At one extreme of those studied was a crane operator who needed to judge distances 150 feet away; at the other a "looper" in a hosiery factory whose pay envelope depended on her ability to do piece work 8 inches from her eyes. To find acuity defects and a lack of depth perception is of vital importance for crane operators, but of no special concern to manual labor, is one conclusion reached. A marked muscle imbalance in clerical workers has been shown to be detrimental to their comfort and efficiency, while an extremely careful study of the five defect groups is essential in choosing or analyzing girls in looping at a distance of 8 inches.

For the purposes of industry this type of practical analysis is the basis for deciding where to begin a personnel program of shifting jobs, and an insistence on corrective measures.

Ohio on Silicosis

Since silicosis was added to the list of compensable occupational diseases in Ohio, 511 claims for compensation had been filed with the Industrial Commission up to September 30, 1940.

Of this number, 164 have been allowed, 253 disallowed and 94 are still pending. Eighty-six, or 52.4 per cent of the claims originated in foundries, 23 of them in steel foundries, 44 in iron foundries and 19 in non-ferrous foundries. Sixty-four, or 39 per cent were filed by ceramic workers. Of these, tableware workers filed 21, floor and wall tile 17, glass house refractories 6, insulating brick 4, insulators 4, stoneware products 3, enamels, silica brick and silica sand and diatomaceous earth 2 each and building brick and tile and firebrick 1 each.

Nine claims were filed by cut stone workers, or 5.5 per cent of the total. Monument workers had 7 and quarries and building stone 1 each. Three claims arose from polishing, buffing and grinding steel or iron, one in coal mines and one miscellaneous.

The literature briefly described in this department gives important information on products and equipment designed to control occupational hazards. Manufacturers' technical executives tell of the features to be found in their goods. Be sure to get all available data through this literature before buying. Note those items desired on coupon below and mail. See pages 24, 25 and 26 for New Ideas.

365—SAFETY SHOES — INTERNATIONAL SHOE COMPANY—Pocket-size booklet entitled "The Whole Story" describes this company's complete line of safety shoes, tells what to look for in safety shoes, gives information on their helps for industry.

366—SLIP-PROOF FLOORING—NATIONAL BRONZE and ALUMINUM PRODUCTS—Circular pointing out the uses for Ten-Lox, an abrasive-studded surface coating. Underwriters Laboratories tests are given. Also sizes and specifications.

367—AIR CLEANING FOR INDUSTRY—SCHMIEG SHEET METAL WORKS—Folder containing an assortment of bulletins describing Schmieg's Centri-Merge dust control units. Operating data given on how this wet dust collecting unit removes harmful dusts.

368—PAPER CUSPIDORS—BURNITOL MANUFACTURING COMPANY—Pamphlet gives data on how the use of paper cuspidors lessen the disease hazard. Representative users, prices and a trial offer are also listed.

369—FLOOR SCRUBBERS—KENT COMPANY—This company has announced a new line of floor scrubbing and mopping equipment. Literature shows operating features and describes economical uses.

370—PUTTING AIR TO WORK—B. F. STURTEVANT COMPANY—In a well conceived and liberally illustrated booklet Sturtevant indicates how their ventilating equipment is serving industry. Application ideas can be obtained.

371—HAND SOAP—GREAT STUFF PRODUCTS COMPANY—The importance of providing the right hand soap and a breakdown of the ingredients contained in "GM" powdered hand soap are found in a pamphlet recently issued by this company.

372—SHOE PLAN—THOM McAN SHOE COMPANY—Descriptive literature is obtainable on how this company's shoe plan can be made to fit the individual requirements of various plants.

373—LOCALIZED DUST PROBLEMS—AMERICAN AIR FILTER COMPANY—Engineering details on how to handle small groups of light grinding or polishing operations are now available. Individual jobs are shown.

374—SAFETY CATALOG—PULMOSAN SAFETY EQUIPMENT CORP.—Catalog detailing the complete line of safety equipment marketed by this company. Practically every conceivable type of protective device is included.

FREE LITERATURE COUPON Clip out and paste on postcard or enclose in envelope.
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Firm Name .....

Your Name ..... Position .....

Street and Number of Your Firm .....

City ..... State .....

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PULMOSAN
SAFETY EQUIPMENT

Unusual

A special warning for paper mills is being sent out by safety engineers of Employers Mutual Liability Company, Wausau, Wisconsin. An accident which occurred in one of the larger Wisconsin paper mills prompts the warning.

A common practice in paper mills is the cleaning of paper machine screens with gasoline. A not unusual practice in a paper mill is the use of welding for the repair of machines or parts. When these two operations occur at the same time, there may be trouble.

The other day at this paper mill plant, a crew was cleaning a screen with gasoline. Shortly after they started, another crew wheeled in a welding outfit and set up an eye protecting curtain, proceeded to go about their task of repairing a part of a machine.

Soon fumes from the gasoline cleaning operation were drifting over to the welding operation, right over the curtain. There was a flash explosion which burned three, injured two others, and broke a dozen windows.

The question is, why clean with such a volatile agent as gasoline? The American Petroleum Institute has this to say about gasoline.

"Gasoline is essential for automobile engines but should never be used for any cleaning job."

In the last few years many cleaning agents have been developed which do the same job as gasoline, yet are much safer to use. Your oil company can supply you with these compounds.

OCCUPATIONAL Hazards

JANUARY 1941

VOLUME 3 NUMBER 4

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Jack Weiss, Editor

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Circulation this issue more than 23,000 copies

BY SUBSCRIPTION, one year, $1.00. Single copies, Ten cents.

EMPLOYE

Locker room in Employees Welfare Bldg. at Denver plant of the American Manganese Steel Division of the American Brake Shoe & Foundry Co.

★

Tiled shower room at the Los Angeles, Calif. plant of the American Manganese Steel Division of the American Brake Shoe & Foundry Co. As at the other 5 plants, showers, wash fountains, lockers, rest and lunch rooms are housed in a separate building set aside for Employee Welfare activity.

★

★

Lockers have forced air ventilation to dry and refresh workers clothing. View at Chicago Heights plant, Employees Welfare Bldg. of American Manganese Steel Division.

LOYEES get modern
WELFARE FACILITIES

Wash Room Equipment, First Aid Rooms, Recreation Projects Help Employees at American Manganese Steel Company

THE American Manganese Steel Division of The American Brake Shoe & Foundry Company has long pursued an employee welfare program at its various plants and has found it a worthwhile investment. A lower labor turnover has resulted, a better class of worker has been attracted and employees have been more co-operative in the company's safety and good housekeeping programs.

In keeping with this program, modernized welfare buildings have been erected at the various plants. These buildings take facilities for the employees out of the plant proper.

Ample Room

Amsco's Chicago Heights Employees' Welfare Building is of buff brick construction, fireproofed throughout, and is approximately 88′ wide and 55′ deep, having two floors, a main floor and an English type basement, and a spacious enclosed porch extending almost the entire width of the building, which also serves as a corridor and entrance to the various main floor rooms. There are a total of five locker rooms; four for general use and one for foremen, containing locker accommodations for approximately 450 employees.

The main floor houses the locker, shower and drying rooms. All locker room floors are of cement and covered with rubber mats wherever necessary. Adequate benches are also provided to allow the men to sit down while dressing.

Ventilation

All lockers are set on an 8″ high concrete curb, which houses an exhaust duct through which the foul air is drawn to the outside of the building. In the locker ventilating system, air from the locker rooms is drawn into each locker through slots in the upper part of the locker door, and passes downward through the lockers, thus airing and drying the clothing in the locker, then passing into the exhaust duct below the lockers through the perforated locker bottom.

The air thus drawn from the room through all lockers is discharged to the outside air through air ducts in the walls. Lockers have peaked tops to prevent accumulation of dust, refuse or personal belongings.

For the added convenience of those men working around the furnaces, ovens, etc., who are subject to excessive perspiration, each locker room is equipped with a gas fired drying cabinet. At the end of the day's work, if necessary, the workmen may hang their clothes in these cabinets so they will be dry for use the following day.

Washing Facilities

Adequate washing facilities are supplied by large circular wash fountains ranging in size from five feet to three feet in diameter, depending upon the number of men using the locker room. Each fountain is equipped with soap containers and a foot operated treadle which controls the flow of water, leaving both hands free for washing.

Shower rooms are provided with sufficient showers to conveniently handle all employees without waiting. Floors are of vitreous tile. All main floor walls as well as those in the basement, are faced with buff colored zinc-glazed brick tile.

Passageway Protects

Located at one end of the porch is the gateman's office, as well as the time clock office. At the opposite end are stairs leading to the basement and the underground passageway connecting the Welfare Building and the Foundry. This underground passageway was installed as a health measure so that employees would not have to be exposed to inclement weather or become chilled when going to the shower rooms after working at hot operations.

First Aid Room

In one section of the basement is located the boiler room; in another, shower and locker rooms. Next to these rooms is a sanitary and well appointed lunch room, equipped with tables and benches, in which the shop employees may eat their lunch, and enjoy coffee, served free of charge from a modern kitchen attached to the lunchroom. Also located in the basement is the first aid room containing cots, medicine cabinets, heat lamps and all necessary equipment for first aid work.

Denver Plant Welfare Building

The Welfare Building at the Denver Plant also provides for centering of employee welfare activities and facilities at one place apart from, but adjoining, the plant. The building is 88′ 6″ long and 36′ wide, one story high, of brick construction and modern in every respect.

Facilities

There are locker and shower facilities for 144 men. Another room houses a lunch room and kitchenette. The lunchroom is also used for Safety Meetings and first aid instruction classes. Lockers, here, too, are ventilated and pedal controlled wash fountains are in use.

(Please turn to page 31)

Morton Salt Co. Chicago, Ill.

WORKERS WHO *Sweat* NEED *Salt*
• USE MORTON'S SALT TABLETS •

Health Leaders Confer

Industrial Health is in the foreground. 17 men at home are needed to keep 1 man in combat

•

Reading from left to right these leaders are: Dr. D. M. Shafer, Mr. F. R. McGregor, Dr. Victor G. Heiser.

•

DR. D. M. SHAFER, Associate Consultant, and Mr. F. R. McGregor, Executive Director, Division of Industrial Health, National Association of Manufacturers, discuss, at the New York offices of N.A.M., with Dr. Victor G. Heiser, author of "An American Doctor's Odyssey," the results of the series of "Clinics on Health in Industry" held in Rochester, Wilmington, Youngstown and Evansville. Dr. Heiser, Consultant to the N.A.M. Committee on Healthful Working Conditions, spoke at all of the "Clinics" on the importance of industrial health to national defense.

At the Rochester meeting, 315 industrial executive and professional leaders convened under the Chairmanship of Mr. A. F. Sulzer, Vice-President of the Eastman Kodak Company.

The second of this series of "Clinics" was held at Wilmington, Delaware, with about 160 industrial and health leaders in attendance. Such subjects as the following were discussed:

"The Meaning and Value of Industrial Health."

"The Policy and Value of Physical Examinations."

"Better Employment Relations Through a Health Program."

The third meeting of the series was held at the Youngstown Country Club in Youngstown, Ohio. The "Clinic" in addition to the N.A.M. was co-sponsored by the Mahoning Valley Industrial Council, the Trumbull County Manufacturers' Association and the Ohio Manufacturers' Association. The meeting was convened under the Chairmanship of Mr. Frank Purnell, President of the Youngstown Sheet and Tube Company and President of the Mahoning Valley Industrial Council.

(Please turn to page 29)

INDUS

AND N

AN ADEQUATE national defense requires a vigorous health offensive! Stimulated by the launching of the nation's defense program, the organized medical and public health professions have been quick to realize the importance of the contributions which they can make to health preparedness. The mobilization of the medical profession for any emergency that may arise has been successfully inaugurated with the appointment of a National Committee on Medical Preparedness by the American Medical Association.

Man power is now the greatest need both of industrial production and of military defense. Adequate man power is dependent on the highest type of mental and physical fitness; nor should the health of women workers be for-

INDUSTRIAL HEALTH AND NATIONAL DEFENSE

Leverett D. Bristol, M.D., Ph.D.

Medical Director, American Telephone & Telegraph Co.

Abstracted from a paper presented by Dr. Bristol in *The Journal of the American Medical Association*

gotten in these times, in view of their important contributions to industrial production and operation and their possible substitution for men in times of serious national emergency. The speed-up of production and manufacture, the development of new material and methods, the increased employment of new workers unused to the hazards of industry will require new industrial health routines and regulations, more intensive study and research in the field of occupation diseases and industrial poisons and the extension and improvement of all health and safety education. To speed the work but to spare the worker should be our aim!

Industrial Health

During the World War of twenty-five years ago I had the privilege of serving as commissioner of health of one of the New England states. Our work was closely integrated with that of the federal Public Health Service during the war period. In fact, the Surgeon General of the Public Health Service suggested that all state health officers remain at their posts in order to co-operate in the federal wartime health program. The one thing I do not remember as an important part of our federal-state program at that time was industrial health or industrial medicine. The fact is that private industrial medicine in this country was then only in "swaddling clothes" and one or two industrial hygiene units in state governments had only just been born.

The Division of Industrial Hygiene of the United States Public Health Service and the Section on Industrial Hygiene of the American Public Health Association are only a little over 25 years old, having been created in 1914. The American Association of Industrial Physicians and Surgeons also is but 25 years old, while the American Industrial Hygiene Association held its first annual meeting this past June.

It has been only during the past three or four years that bureaus of industrial hygiene have been rapidly extended in health departments of various states and cities, under the excellent leadership of the United States Public Health Service. Only since 1937 has the Council on Industrial Health of the American Medical Association been operative in co-operation with committees or activities on industrial health in thirty-four state medical societies, most of which have been organized during the past three years. In other words, the whole specialty of industrial health as we

know it in this country is at the present time only a little over 25 years old and has developed almost entirely since the World War.

Standardizing Reporting

As a part of a national defense program, it becomes evident from the foregoing facts that industrial physicians and industrial hygienists of this country have little in the way of precedent or wartime experience on which to base their efforts, unless it be, to some extent, the recruiting experience and a few engineering experiences during the World War.

As a matter of record, it may safely be predicted that the present national preparedness program will be to industrial medicine and industrial hygiene in the United States what the World War was to the greater stimulation of interest and plans in the field of social hygiene. It is particularly to be hoped that the present plans for national defense will result in more active co-operation between industrial medical departments and local and state health departments and medical societies. One concrete achievement of such co-ordinated efforts might be a much needed national plan for standardized recording and reporting of industrial morbidity and mortality, particularly of occupational diseases.

The Job

Industrial medicine, even in a national defense program, must be preventive and educational as well as reparative, reconstructive and curative. It must concern itself with nonoccupational as well as occupational diseases. Industrial physicians will have important parts to play in the national defense program from the standpoints both of (a) the physical and mental fitness of civilian workers and enlisted forces and of (b) the safety and healthfulness of working and training environments.

During the present national emergency, professional facilities must be made available not only for a successful medicomilitary program but also for the continuity

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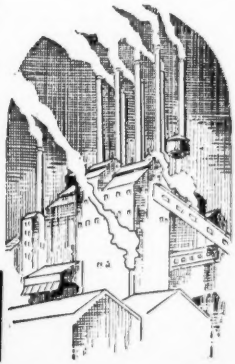

The MILBURN Co.
901 Henry Street · Detroit, Michigan

of adequate medical care for the civilian working population. In the latter connection it should be stressed that much of the load of responsibility will continue to be carried by individual practicing physicians.

The great bulk of industrial medical work is now being carried on by private physicians on a part time basis. One of the first essentials, therefore, in an industrial health preparedness program is to determine all physicians in the United States who are qualified for industrial medical service, with some indications of their experience and special fields, such as administration, physical examinations, first aid, industrial surgery, industrial toxicology and industrial health education.

Organization

The inauguration of a plan for state and regional consultants on industrial health would be desirable in the interest of better organization and co-ordination. Such consultants, during the preparedness emergency, might be attached to the United States Public Health Service. Their chief function would be as consultants and co-ordinators working in co-operation with (a) state and local health officers, (b) state and county medical society committees on industrial health, and (c) industrial medical departments.

The Council on Industrial Health of the American Medical Association expressed its willingness to assist in the development of intensive training on industrial health methods for full time and part time industrial physicians, through its organization of committees in state medical societies.

The Council already has acquired information on all major medical agencies interested in employee health and on the available facilities for undergraduate and postgraduate industrial medical training in the educational institutions of the United States, as well as other data of potential value in an industrial health preparedness program as a part of national defense.

Objectives

The basic objectives of both industrial medicine and military medicine are much the same, namely:

1. To ascertain, by examination, the fitness of individuals for civilian work or military service, and to place individuals in activities consonant with their physical and mental assets and liabilities.

2. To maintain and improve the health and efficiency of those already employed or in government service.

(Please turn to page 30)

SANITARY WASH FIXTURES

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BRADLEY
WASHFOUNTAINS

WHAT WILL HAPPEN in

THE maintenance of the health of workers engaged in industry has become an essential part of the program for national defense and, during the past year, there has been extensive activity on the part of Federal, State, and private agencies to perfect the methods for health control. These programs have created new responsibilities for employers and thus the report deals with current developments relating to the legal liability of employers for health injuries sustained by employees.

No additional States, during 1940, enacted new occupational disease compensation statutes and, therefore, there are now 22 States and the District of Columbia where occupational diseases are specifically compensable by statute.

These states are:

Arkansas—1939
Connecticut—1927
Delaware—1937
Idaho—1939
Illinois—1936
Indiana—1937
Kentucky
Maryland—1939
Massachusetts—1932
Michigan—1937
Missouri—1931
Minnesota—1927
Nebraska—1935
New Jersey—1924
New York—1920
North Carolina—1935
North Dakota—1925
Ohio—1921
Pennsylvania—1937
Rhode Island—1936
Washington—1937
West Virginia—1935
District of Columbia—1928

During the past year, bills that would have made occupational disease injuries compensable were introduced into the State Legislatures of Louisiana and Virginia, but failed of enactment.

in Our Occupational Disease Legislation?

BY THEODORE C. WATERS, CHAIRMAN MARYLAND OCCUPATIONAL DISEASES COMMISSION

A well-known attorney reviews the latest development in Occupational Disease Legislation and tells of the trend in 1941

In New Jersey, several bills were offered to make the pneumoconioses (dust disease of lungs) compensable, but up to the present time none of these bills have been favorably acted upon by the Committees to which they were referred.

Important Amendment

New York State enacted an important amendment to the section of the statute providing compensation for the dust diseases. Prior to the 1940 amendment, compensation for partial disability from these diseases was denied, and a limitation of monetary liability of an employer was established in the amount of $500.00, accounting from June 1, 1936, with progressive increases at the rate of $50.00 per month until a maximum of $3,000 was reached. That maximum would have been reached in August of 1940, but this amendment increased the maximum limitations of liability to $5,000, the progressive increases at the rate of $50.00 per month continuing until the maximum is reached in December, 1943.

This amendment also provides trial Commission of a Board of expert consultants on dust diseases, consisting of three members, who are required to examine claimants in all controverted claims. The for the appointment by the Indusfindings of this Board of expert consultants are then filed with the Commission and become presumptive evidence upon the hearing of the claim.

During the coming year, the Legislatures of all the States will be in session, except those of Alabama, Kentucky, Louisiana, Mississippi and Virginia, and it is highly probable that bills will be offered to make occupational diseases compensable in some of the States where they are not at present compensable, while in other States efforts will be made to liberalize the laws and extend the benefits of compensation thereunder.

I would suggest, that firms follow carefully the legislative program in the respective states in which they are engaged in business.

During the year 1940, legislative

resolutions authorizing the appointment of Recess Committees for the purpose of studying the compensation laws and recommending revisions thereof have been passed in the following States:

Louisiana, Michigan, New Hampshire, Oregon, Tennessee, Texas, Utah.

State Industrial Hygiene Units have been established and are now active in 31 States. During the past year there have been many instances where the services of these units have been made available to industry for the purpose of assisting in the control of specific occupational disease problems. The utilization of these services should be of material assistance to small industries without medical or engineering departments qualified to advise them in the methods of control of disease hazards.

The Divisions of Industrial Hygiene in several of the States, during 1940, have promulgated Codes and Rules for the protection of employees from occupational disease injuries.

Employers Legal Liability

During the past year there have been many interesting Court decisions relating to the legal liability of an employer for health injuries sustained by employees in the course of employment. Some of these decisions have construed the Workmen's Compensation Acts to cover what appear to be occupational disease injuries under the theory that such injuries are accidents; others construe general coverage occupational disease compensation statutes as purporting to provide compensation for many of the human ills to which we may all be subject, unrelated to our employment or the industrial processes in which we may be engaged; while others relate to the establishment of the date from which the period of limitations runs for the filing of claims for occupational disease injuries under the compensation statutes.

Trend Toward Liberal Interpretation

It is apparent that the trend of judicial opinion is toward a liberal interpretation of our compensation statutes, in providing compensation for those injuries to health that are peculiar to the employment, and may be aggravated by conditions of the employment. It is also apparent that in those States having general coverage occupational disease compensation laws, compensation will be awarded for health impairment that is common to every-day life, provided there is medical testimony in the case expressing the opinion that the injuries so sustained may have been caused or aggravated by the conditions of employment. If this tendency continues substantial unanticipated expense will be imposed upon employers and their insurance carriers because of awards for tuberculosis, pneumonia, asthma, and other similar respiratory diseases.

During the State legislative sessions of 1941, we will find, undoubtedly, that many bills relating to this subject will be introduced and pressed for enactment, proposing to liberalize benefits and broaden the scope of compensation coverage.

permanent wave was put in this Lehigh Safety Shoe when it got caught between the couplers on a box car and a moving locomotive! It's a miracle the man's foot wasn't mashed to a pulp! But the armorplate steel toe box built into every pair of Lehighs got him off with only a badly bruised instep. *EVERY industrial plant... *yours included*... has jobs that are equally hazardous to workmen's toes. And Lehigh Safety Shoes on *your* men's feet will help greatly to minimize injuries resulting from such accidents...save you up to 20% of your compensation costs...even help to lower your compensation insurance rate! This protection costs you exactly nothing! And Lehigh offers you America's broadest selection of safety shoe types, made to "Fit Into Industry." Send for a catalog TODAY. Lehigh Safety Shoe Co., Inc., Allentown, Pa.

This month in *Washington*

By W. T. CAMERON, Chief Safety Adviser, Division of Labor Standards, U. S. Department of Labor

Safety—Hours—Defense

WHILE riding in a plane the other day I couldn't help but overhear a conversation in the seat ahead of me that ran something like this. "I wish they'd get together down there in Washington—the Army, the Navy and the Defense Commission are all telling industry to put on full steam and get out production, and then you have the Wage-Hour people and the Walsh-Healey boys telling industry they can't work the plant more than eight hours a day or 40 hours a week."

"Yes, look at France. They stuck to a 40-hour week until it was too late for industry to get out the guns, tanks and planes needed by the Army."

"Why don't they forget these useless laws and let industry fix its own hours? What's the matter with letting workers put in 10 or 12 hours a day if necessary?"

Well, that got me to thinking and when I got back to Washington I looked into the situation and found out some interesting things.

In the first place, our hours laws are quite different from those of the former French Republic. The French 40-hour week law was a rigid statute which prohibited all over time beyond 40 hours, not only for the individual worker but *for the entire plant.* It was so difficult to obtain an exemption from the government to permit any variations from this inflexible short work week that, as a practical matter, French industry was on a 40-hour week.

The American hour laws, on the other hand, are very carefully framed to avoid this rigidity and any employer in the land can, without any permission, work his employees as many hours beyond 40 hours a week as he cares to so

long as he pays the over-time rate of time and one-half. And what is more important, these hour laws apply only to the *workers*—there is nothing to prevent *industry* from going on a two or three shift basis.

In addition, it is a very simple matter to exempt an industry from the provisions of the Walsh-Healey Act if the Army or Navy feel that the public interest requires such an exemption. The fact that this power of exemption has not actually been utilized in a single case so far under the Defense Program indicates that American industry is not held back because of any rigid hours requirements.

Are Long Hours Good?

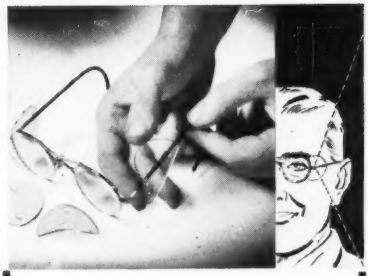
Aside from the accident curves which most safety men can produce showing that accidents increase with long hours of work, there has been little study in this country of the relation of hours to production. It would be natural to suppose that a man could turn out more work during a 12-hour day than he could during an 8-hour day. Undoubtedly, he could turn out more work for the first few days or even weeks, but the English studies made during the first World War show that in a few weeks or months this same worker will be producing in 11 or 12 hours just about as much as he did during 8 hours—and, in some cases, much less!

During those early days of World War I, Great Britain "let down the bars" and increased hours to 66 and more per week. Production speeded up for a short time but the net result was *decreased* production. Nearly one-tenth more work was turned out when hours were reduced from 66 to about 45½.

Again, in the present crisis in Great Britain under the pressure to get out war production, hours legislation was temporarily abandoned. Within a surprisingly short time, however, it was found necessary to reinstate it in order to keep production up to the terrific pace necessary to wage the war. This is no matter of theory but a question of hard fact and a realistic recognition of war-time necessity for shorter hours for *greater* production.

During our own experience in World War I it was soon realized by our manufacturers and Defense agencies that cut-throat competition, speed-ups, improper safety conditions, did not make for real efficiency and speed. The Chief of Ordinance of our own Army in 1917 when the Nation was at war made the following statement which was then, and is now, especially significant.

"In view of the urgent necessity for a prompt increase in the volume of production of practically every article required for the conduct of the war, vigilance is demanded of all those in any way associated with industry, lest the safeguards with which the people of this country have sought to protect labor should be unwisely and unnecessarily broken down. It is a fair assumption that for the most part these safeguards are the *mechanisms of efficiency*. Industrial history proves that reasonable hours, fair working conditions, and a proper wage scale, are essential to high production. During the war every attempt should be made to conserve in every way possible all of our achievements in the way of social betterment but the pressing argument for maintaining industrial safeguards in the present



"Take off the BLINDERS" says KIMBALL

Another advance by Kimball! Transparent side guards give adequate protection, as before, but with side vision, WHICH IS NEW. Slip easily on and off temples, quickly adjustable. Made of cellulose acetate, practically unbreakable. Available in either clear or green, for both on-line and high bow types. Can be used with regular spectacles as well as safety goggles (green is especially good for defending against sunlight). And the price!—only 15c a pair, and less in quantities.

Order a sample pair today!

KIMBALL SAFETY PRODUCTS CO.
7314 Wade Park Ave., Cleveland, Ohio

emergency is that they actually contribute to efficiency. To waive them would be a short-sighted policy leading gradually but inevitably toward lowered production."

How significant that statement is today! We are engaged in a great emergency Defense program when all industry, all workers, in fact all citizens, are being called upon to make a super-human effort to safeguard our country. Our need for productive efficiency transcends any patriotic fervor which might lead us to these standards which have come to be known as "human standards." Long hours, cut-throat competition, unsafe and unhealthful working conditions, are undesirable at any time on humanitarian grounds, but today, they are unsound and uneconomical from the standpoint of pure, cold-blooded industrial efficiency.

Plant Expansion

American Foundry Equipment Co., 555 S. Byrkit Street, Mishawaka, Indiana, is expanding its office and factory facilities. Program includes a 70 x 256 ft. addition to its steel fabricating plant, a new steel storage building and an enlarged office building.

Here's an idea

One safety engineer uses these eleven classifications for accidents:

1. Many responsible for his own accident.
2. Fellow workman responsible for accident.
3. Supervisor responsible for accident.
4. Failure of equipment.
5. Improper equipment or facilities for doing work.
6. Bad plant conditions.
7. Physical conditions.
8. Failure of safety device.
9. Violation of safety rule.
10. Improper method of doing work.
11. Lack of safety device.

Ventilation Needed

Recently a man was overcome with carbon tetrachloride fumes. This material is a very useful cleaning agent, being widely used in industry and dry cleaning plants. It is absolutely non-inflammable, in fact it is sometimes used in phister fire extinguishers.

The fumes from this liquid have an effect on the body very similar to chloroform and hence it must be used intelligently whether being used for cleaning purposes or fire fighting.

The fumes are heavy and tend to settle. For this reason it is not sufficient to provide ventilation only on the level on which it is being used. Ventilation must also be provided on lower levels to which the fumes might settle. The overlooking of this point caused the case mentioned above.

A Tip for Your Workers

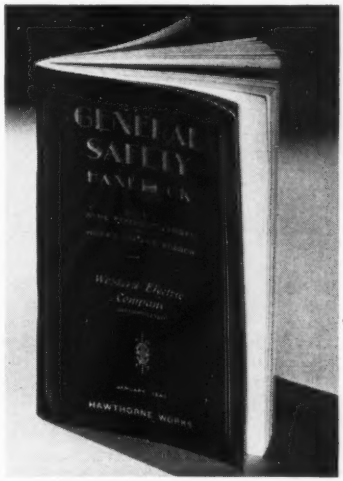
Some pumice powders used for abrasive polishing contain as high as 48% free silica. When such powders containing silica are used, be sure that lungs are protected with a dust proof respirator if discomfort is to be avoided.

Respirators are available in all sizes for varying degrees of exposures.

General Safety Handbook

In a 3¾" by 5¾", 118 page handbook, the Western Electric Company has crammed invaluable information relative to safety and health maintenance practices and standards to be followed in their Hawthorne Works plants.

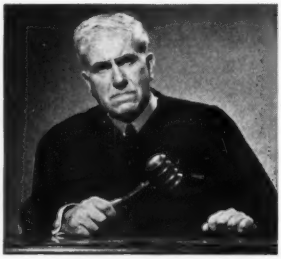
The booklet is divided into sections, typical sectional headings are—Medical Service, First-Aid, Goggles, Safety Shoes, Poisons, Clothing, Acid Dipping, Sandblasting, Grinding, Foundry, Forge Shop, Inspections, Punch Presses, Woodworking, Health Suggestions, etc. Liberal illustrations throughout help to visualize most of the points made. Included too are various slogans that are particularly



effective, a few in point are "Inspection Points the Way to Protection," "You Can See Through Glass Goggles but not Through Glass Eyes," "Safety Bought Only Through Thought."

No doubt a request from any industrial concerns for a single copy will be honored. Address Western Electric Company, Hawthorne Works, Mr. J. D. Berman, Safety and Health Department.

Right off the Docket



The trend of litigation on workmen's health and accident compensation is reflected in these briefs of the latest and most representative cases coming to trial in the intervals between issues. Familiarity with this trend is important to every industrialist.

Accident Results in Total Disability from Skin Disease

A carpenter accidently spilled a bottle of pungent, yellowish liquid, on his back. He experienced a burning sensation. A reddened and tender area was apparent on his back the night of the accident. The condition progressively grew worse until every inch of skin over his entire body was affected, necessitating confinement in a hospital, and constant treatment consisting of ointments and vaseline swabbings. The disability resulting from the accident was total and permanent.

The question to be decided was whether the skin condition was due to the accident, or was due to natural causes. The medical testimony differed. Some of the doctors stated that the condition was a dermatitis due to the accident, others were of the opinion that the employee was suffering from pemphigus, a disease of the skin of unknown origin, wholly unrelated to the accident. The Court held that the probabilities from the evidence were that the skin condition was due to the accident, and an award was granted. *Fierro vs Public Service Co-ordinated Transport (N.Y.) 16 Atl. 2nd 72 (Sept. 1940)*

Failure to Give Notice of Gas Poisoning Injury Brings Denial of Award

The employee in this case was engaged as a water pumper, supplying water for oil drilling operations. His duties required him to remain at the well day and night. He stayed in a small windowless shack. Outside the door of the shack was an open gas heater and cooker. The heater was crudely constructed and a great deal of the raw gas that was used to operate it escaped. About 18 or 20 days after beginning his work the employee became dangerously ill from "oedemia" (a bogging down of the kidneys, heart and lungs due to gas poisoning). The employee sued for compensation and received an award. The company appeals on the ground it never received notice of the injury or had actual knowledge of it.

It was conceded that no written notice was given. The employee says the company had actual knowledge from the fact that when he went to get his pay check he told the foreman that he was about knocked out from the gas on his chest. The Court said this was not enough. It said, "actual knowledge" of employer, within compensation act provision excusing written notice of the accident or injury, means knowledge of a compensable injury and involves more than knowledge of the mere happening of an accident or than merely putting upon inquiry, and notice in casual conversation or mere notice to the employer that the employee became sick while at work is insufficient. The lower court's decision giving an award was

Compiled by Hilton E. Roberts
Member of the Ohio and
New York Bar

reversed. *Ogeltree vs Jones et al (New Mexico) 106 Pac. 2nd 302 (Oct. 1940)*

Contraction of Riveter's Fingers Held Injury by Accident not Occupational Disease

In this case, the Court said that an "accident" as used in the Workmen's Compensation Act providing that injury shall mean only injury by accident arising out of and in the course of employment, means an unlooked for mishap, an untoward event, which is not expected or designed, and an "injury" within the Act may be the result of "accidental means" though act involving accident was intentional.

So, it held that the claimant, a riveter's helper, who suffered Dupruytren's contraction, as a result of his palms being subjected to a series of traumatic concussions over a period of years, when he held a dolly bar against rivets driven by an air hammer, suffered an "accident" within the compensation act, although claimant could point to no particular date nor blow which produced the injury.

The Court said further that this was not an occupational disease since it could not be said as a matter of law that the condition of the claimant was the usual incident or result of the particular employment in which he was engaged. *American Maize Products Co. vs. Nichiporchik (Indiana) 29 N.E. 2nd 801 (Nov. 1940)*

Fall Aggravates Arthritic Condition

The employee, a pumper and roustabout for an oil company was descending the steps from one of the wells when the bottom step turned and the employee fell, injuring his back. Permanent disability was shown. Medical examination disclosed that the employee was suffering and had been suffering for some time from an arthritic condition.

The Court made an award. It said that the disability followed the injury. Even though the arthritis existed, if the injury aggravated it to the extent of producing incapacity, recovery may be had. This is true even though in time, uncontributed by injury, the arthritis would have caused incapacity. *Texas Indemnity Insurance Co. vs. Godsey (Texas) 143 S.W. 2nd 639 (Sept. 1940)*

Defense of "Wilful Misconduct" and "Violation of Rule" Fails to Upset Award

An award was made by the lower court to the dependents of the deceased employee. The deceased, zone manager of the company, was killed while driving his automobile in the course of his duties at a speed of seventy miles per hour. An hour or two before the accident the employee had a drink of beer, and two drinks of whiskey. The company claimed no award should have been made because the fast driving, and drinking of the employee constituted "wilful misconduct," and was also an intentional failure to obey company rules.

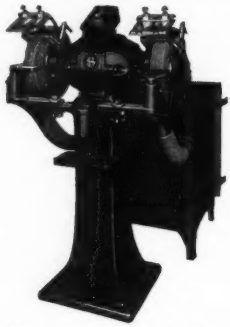
The court rejected these defenses. It said that "wilful misconduct," to be such as would defeat right to compensation, must be something more than ordinary or even gross negligence, but must involve conduct of a quasi-criminal nature, and the intentional doing of something either with knowledge that it is likely to result in serious injury, or with wanton and reckless disregard of its probable consequences. The employee's actions in this case did not fall under this rule. The court held further, that there was no evidence of intoxication, nor were the company's instructions against fast driving and drinking a sufficient promulgation of a safety rule as would make a violation of the instructions a basis for refusing or reducing an award. The award granted by the lower court was affirmed. *Ford Motor Co. vs Smith et al (Kentucky) 143 S.W. 2nd 507 (Sept. 1940)*

Heart Strain Caused by Pushing Loaded Truck

The claimant suffered a heart strain when he pushed a loaded truck from an elevator. The load was not a heavy one. The court affirmed an award. It held that the effort of pushing was an "accident" within the compensation act where as a result of the effort the employee received a cardiac strain. *Crispin vs Leedom & Worrall Co. et al (Penn.) 15 Atl. 2nd 549 (Oct. 1940)*

New ... IN TH...

COLLECTS GRINDER DUST—A product manufactured by The United States Electrical Tool Co., Cincinnati, Ohio is a Dust Collector which can be used with any grinder or buffer with wheels up to 18" diameter, 3" face. This is a self-contained all metal unit for removing dust and other abrasive particles from the air. The dust and abrasive laden air is drawn into a filter cabinet, striking a baffle



wall which directs the air downward to the bottom of the filter cabinet where heavy particles are deposited. The air is then directed upward through an all metal filter pad and later returned to the room from the top of the filter cabinet. The suction fan and motor are located in the top of the cabinet and operate in clean air.

WRITE THE EDITOR FOR FURTHER DETAILS

PORTABLE HOISTS—The Philadelphia Division of The Yale & Towne Mfg. Co. announces a new addition to their line of "Pul-Lift" portable hoists. The new hoist has a capacity of 4½ tons.

The "Pul-Lift" can operate either in horizontal or vertical position, and can be used for both pulling and lifting jobs.

WRITE THE EDITOR FOR FURTHER DETAILS

LIFT THOSE BARRELS—The Falstrom Barrel-Lift is a new product by this Passaic, New Jersey company built of all-steel, welded construction with steel pipe carriage base, structural channel supporting members, bent steel plate parts, and cast steel ratchet mechanisms and casters.

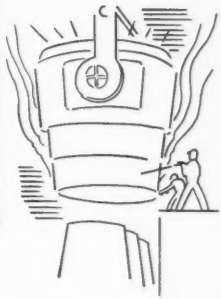
This unit lifts, moves, tilts and turns barrels or drums with a maximum gross weight of 750 lbs. Drum type is for standard size parallel side drums, barrel type for standard size curved side barrels as shown.

Barrel-Lift is finished in red and black enamel.

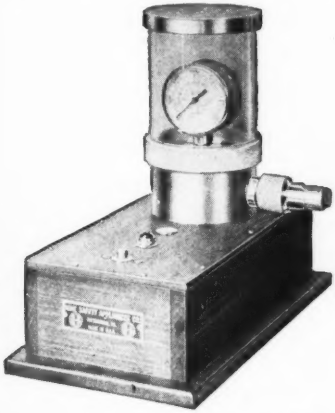
WRITE THE EDITOR FOR FURTHER DETAILS

TEST THE POWER—The new M.S.A. Velocity Power Gauge Tester has been announced by Mine Safety Appliances Co., Pittsburgh, Pa. This addition to the M.S.A. line of Velocity Power tools is a device designed for safely testing gauges used in conjunction with compressed gas storage cylinders, to determine their ability to withstand sudden applications of surge pressure encountered under service

New Ideas THE FIELD



conditions. As in all Velocity Power tools, energy created by the discharge of a blank cartridge is utilized as a



source of pressure. The Velocity Power Gauge Tester, by subjecting the gauge to a severe impulse load, gives assurance of the gauge's ability to perform satisfactorily in service, it is stated. A transparent guard, covering the gauge to be tested, permits visual observation at all times. Pressure resulting from the cartridge discharge are transmitted directly to the gauge, causing it to function in a normal manner under high initial loads. A signal light indicates that the gauge has been subjected to the required test pressure.

WRITE THE EDITOR FOR FURTHER DETAILS

SKIN PROTECTIVE CREME—Casil—a protective skin creme recently granted the Seal of Acceptance by The American Medical Association has been announced by The Dermo Company, Chicago, Illinois.

Casil tends to guard against industrial dermatitis by preventing physical contact between the skin and substances responsible for the irritation. The material is applied before work is started by briskly rubbing onto the hands, arms, face, etc.

WRITE THE EDITOR FOR FURTHER DETAILS

DUST AND SPRAY HOODS—Dust and Spray hood is a recent development by the Industrial Products Company, 783 W. Somerset Street, Philadelphia, Pa., to provide practical respirator and head protection on dust and spray operations, boiler cleaning, spray painting, etc.

Manufactured of especially selected strong weave cloth, it is fitted with respirator and laminated safety lenses in demountable rings.

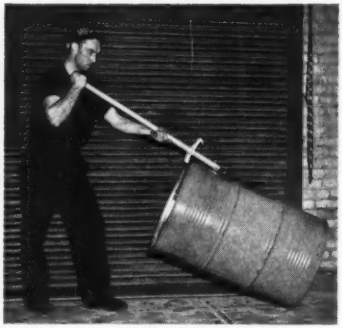
WRITE THE EDITOR FOR FURTHER DETAILS

SHIELDS FOR THE FACE—A new low-priced B & C Face Shield with a plastacele window gimp-bound, providing adjustment flexibility is new with the Boyer Campbell Company, Detroit, Michigan.

Windows button with snap fasteners, and other features include interchangeability of parts, adjustable (patented) friction joints, long sweat bands that can be buttoned to a fibre forehead band.

WRITE THE EDITOR FOR FURTHER DETAILS

SAFE HANDLING OF DRUMS—Lewis-Shepard Corporation, Watertown, Massachusetts, has developed a new device for the safer handling of barrels and drums. This tipper consists of a strong handle with a prolonged adjustable collar, allowing the



tipper to fit all types of drums and large or small-bilged barrels. Barrels can be tipped from a horizontal to vertical position or the reverse.

The use of a long handle increases the leverage.

WRITE THE EDITOR FOR FURTHER DETAILS

INHALATOR DESCRIBED—Just issued by Mine Safety Appliances Company, Pittsburgh, Pa., is a new six-page Bulletin describing its famous H-H Inhalator.

Features of the M.S.A. H-H Inhalator include a manifold mounted to the case; two cylinders of 93% Oxygen—7% Carbon Dioxide; a facepiece valve assembly with positive three-way check valves, preventing rebreathing of exhaled air; and transparent facepiece providing a clear view of the patient's mouth. The breathing bag is of rubberized fabric, with a six-foot hose supplying air from the bag to facepiece. Tongue forceps and an oral screw are mounted in the lid of the case. A T-Cock connection makes possible the quick assembly of an Auxiliary Attachment which provides completely independent as well as simultaneous treatment for a second victim. The whole Inhalator unit is contained in a shallow carrying case.

WRITE THE EDITOR FOR FURTHER DETAILS

REMOVE ICE—The Tamms Silica Company, Chicago, Illinois has just announced a new highly concentrated ice remover. It will melt its own weight of ice and is said to be more effective than ordinary rock salt. A small amount sprinkled over an ice covered surface will prevent accidents. The product is also used to thaw eave troughs, drains, etc.; this is accomplished by pouring a generous amount of Tamco Ice Remover directly into frozen area.

WRITE THE EDITOR FOR FURTHER DETAILS

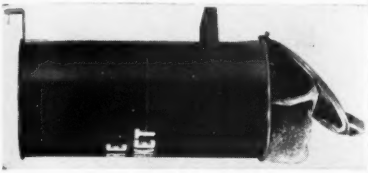
IMPROVED SAFETY LADDER SHOES—Designed for indoor and outdoor use, the new Dayton Universal Safety Ladder Shoes fit any size ladder rails and can be installed quickly. Simply drill three holes, insert the bolts, draw up the nuts, and the ladder is ready for use—and cannot slip, creep, or skid.

By slipping the shoe into a horizontal position, a tempered serated steel plated prevents slipping wherever a spike grip is necessary.

Dayton Universal Safety Ladder Shoes, made by the Dayton Safety Ladder Company of Cincinnati, Ohio, are furnished with treads of practically every material to meet almost any specifications, such as suberac cork composition, neoprene, etc.

CONVENIENT FIRE BLANKET CONTAINER—The handy container illustrated for a wool or asbestos fire blanket is designed for speed, simplicity and service. It is ready for instant use. Hangs on a convenient hook and is easy to operate.

A bottom bracket which can be used as a carrying handle serves to keep the container in a vertical position.



The container is made of sheet metal size 20″ high by 9″ in diameter. The words "Fire Blanket" are painted in large white letters against the red background.

Made by the Safety Clothing and Equipment Co., Cleveland, Ohio.

BAUSCH & LOMB GIVES THE FACTS—Defending its 87-year old record on national defense, the Bausch & Lomb Optical Co., Rochester, N.Y., largest maker of military optical instruments, issued a book containing laudatory letters from Secretaries Stimson and Knox of the War and Navy Departments. It refutes attacks on the company's loyalty and patriotism engendered by the indictment which charged restraint of trade in military optical instruments.

Outlining its services in previous wars, the company said it had broken a foreign monopoly on optical glass during World War I and has persisted in further development of its research and facilities although this material could have been imported at lower costs from abroad.

The book entitled, "Bausch & Lomb and Our National Defense," is available from them at Rochester, N.Y.

New way to solve

ATHLETE'S FOOT *problem*

If you have shower rooms, your problem is ever present. Your employees are exposed to infection every day. Our problem is to convince you that ONOX is not "just another one of those Athlete's Foot remedies."

Recent research has upset former theories regarding the control of Athlete's Foot. ONOX is revolutionary. A safe non-poisonous skin toughener does the work. You may test it under any conditions you choose to impose and without obligation. For example:

- ***We will ship prepaid, your trial order for any amount of ONOX and equipment. Use it for 60 days. If at the end of that time ONOX has not proved itself to your complete satisfaction (100%) you owe us nothing and return nothing. This offer is open at any time to established industrials.***

We would like to send you the simple details of the ONOX method now used by hundreds of institutions from Coast to Coast.

ONOX CO., Inc., Dept. B
121 Second Street San Francisco

Lucky he was wearing safety shoes

The tool box illustrated, weighing 43½ pounds, fell from a work bench, striking with its edge on the safety toe of a man's shoe, cutting through the leather, but his toes were protected by the steel cap which covered them.

Another instance where safety shoes warded off considerable damage.

New record

Completing eleven consecutive years without a lost-time accident, the chemical laboratory of the Gary steel works of Carnegie-Illinois Steel corporation, subsidiary of United States Steel corporation, has established a new safety record. The eleven-year period covers more than 2,000,000 man-hours completed without accident.

Among the tasks performed during achievement of the record were sampling of every tapping of a blast furnace during the casting period, continuous work in control laboratories on the open hearth furnace floors, over seven million quantitative analyses entailing the use of highly concentrated mineral acids, and sampling thousands of carloads of raw materials as well as every cargo of iron ore and limestone received in lake vessels.

Labor Handbook Available

A HANDBOOK explaining Federal laws dealing with labor has just been issued by the Division of Labor Standards, U. S. Department of Labor, for the use of administrative officials, labor organizations and others.

Previously no compilation of this sort has been available. It gives not only a summary of the legal provisions but indicates the administrative agency, how the agency proceeds in enforcing the law, and what steps should be taken to file a complaint.

Labor organizations had voiced a demand for such a handbook on behalf of their members who are supposed to receive the benefits from these laws and who often have difficulty finding out what the law provided and how to get it; State administrators also want to know how State and Federal standards compare, and how to handle complaints which frequently come to them but belong to some Federal agency.

Free copies may be obtained upon request from the Division of Labor Standards, as long as the supply lasts. They may also be purchased from the Superintendent of Documents, Printing Office, Washington, D.C. for 35 cents.

Conferences on Industrial Health

(Continued from page 9)

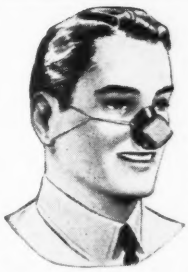
The Youngstown, Ohio meeting was attended by 245 executives and others interested in health. Dr. John B. Kistler, Chief, Division of Industrial Hygiene, Ohio State Department of Health, presented his view on "The Meaning and Value of Industrial Health," discussing in particular the assistance a State Health Department can give to industry in the control of potentially hazardous processes. Industry's evaluation of industrial health work was presented from the point of view of the manufacturing executive by Mr. George H. McClain, Superintendent Industrial Relations, Republic Steel Corporation, Warren Division. Dr. W. Irving Clark, Personnel Director, Norton Company, talked on "The Organization and Costs of an Industrial Health Service."

Final Meeting

The final meeting of this series of "Clinics" was convened at Evansville, Indiana, under the leadership of Mr. Louis Ruthenburg, President, Servel, Inc., and Chairman of the Sponsoring Committee. Dr. H. C. Ruddick spoke on "Industrial Diseases and Accidents and Value of Physical Examination and Check-up." Dr. Paul D. Crimm, Director, Boehne Hospital, spoke on the "Value of Chest X-Rays in Occupational Diseases.

Throughout the entire series of "Clinics on Health in Industry" outstanding leaders in medicine, industrial production and employment relations gathered to discuss the health of industrial employees, a subject of vital importance to the nation and industry, as well as to the employees, themselves. Here, through commonness of interest, an end especially worthy to all at this time of defense production, was sought by mutual co-operation. These "Clinics" signify industry's recognition of its social responsibilities. Those participating in them as speakers or as listeners are taking part in a movement which is growing daily in importance.

New!
DUPOR No. 1
Miniature **RESPIRATOR**



Protection against
NUISANCE DUSTS

Regardless whether you operate a sander, mix cement, spray paint, grade roads, work in a textile mill, shovel coal, etc., you'll want this handiest of all respirators.

SAMPLE
$1.00
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- Handy as a pair of glasses.
- Can be worn with goggles.
- Does not interfere when eating or talking.
- Has 9 sq. in. filtration area.
- Patented valve exhausts stale air.
- Rubber nose piece fits any nose.
- Weighs only 1 OUNCE.
- Dozens of uses in every plant.
- Unbreakable—LOW PRICED!
- Only $12.00 per dozen.

H. S. COVER
333 Chippewa St.
South Bend, Ind.

Qualifications of an Industrial Doctor

The Medical Advisory Committee of the National Association of Manufacturer's Committee on Healthful Working Conditions recommends that it is desirable for a physician or surgeon who expects to serve in the medical program of an industrial establishment to have had previous experience in industrial medicine and, in addition, to possess the following qualifications proposed by the American College of Surgeons:

1. He should be a graduate of an accredited medical school and licensed to practice in the state or province.
2. He should have at least one year's interneship in an accredited hospital.
3. He should have some experience in general practice either prior or supplemental to his duties at the plant.
4. He should have a general knowledge of industrial relations, including employment methods and problems, transportation, housing, recreation, educational facilities and methods, and employees' benefit plans.
5. He should be qualified to determine by examination of employees their physical and mental fitness for work.
6. He should have a knowledge of the ingredients and of the toxic or disease producing qualities of all the materials and processes used in the industrial organization which he serves.
7. He should have a knowledge of sanitation, of working conditions, of accident and occupational disease prevention methods and of preventive health measures in general.
8. He should have a knowledge of the diagnosis and treatment of occupational diseases.
9. He should be competent in the diagnosis and handling of all traumatic lesions which he undertakes to treat.
10. He should be versed in procedure for follow-up and rehabilitation.
11. He should have a knowledge of the workmen's compensation laws.
12. He should have knowledge of an efficient medical record system and of statistical methods.
13. He should have an unbiased industrial viewpoint and a confidence-inspiring personality.
14. He should realize that his first duty should always be to the workmen whom he examines or treats.
15. He should like people.

INDUSTRIAL HEALTH and DEFENSE

(Continued from page 13)

3. To educate the worker or the enlisted man on matters pertaining to personal hygiene.

4. To reduce lost time and absenteeism from industrial occupation or military duty because of illness or injury.

To reach these objectives of either industrial or military medicine a definite plan or program must be formulated under suitable medical direction, with the employment of qualified physicians, surgeons, nurses and other specialists and technicians as may be needed. Medical offices and adequate emergency, dispensary and hospital facilities are essential. Suitable physical examination and medical records are necessary. Medical supervision also should include all matters of general sanitation and environmental hygiene, with the assistance of specialists, such as engineers and chemists as may be required.

American Manganese Steel

(Continued from page 8)

All rooms are well lighted and well ventilated and have tile walls for cleanliness. Ample toilet facilities are supplied.

Oakland Welfare Building

The Oakland, California, Amsco Plant, 40′ wide by 50′ long, is of concrete construction and divided into three rooms; one for lockers, one for lavatory facilities and a shower room.

The vestibule houses the time clock, a bulletin board with a "Safety First" neon sign and a diagram of the plant layout on which are recorded locations of accidents, if any occur, with a description of the accident to the right.

The Oakland Amsco Plant is reputed to have one of the smallest labor turnovers of any plant in the San Francisco bay area and this is attributed, in no small measure, to employee satisfaction brought about by the active interest taken by the plant management in the welfare and health of employees.

Recreation

Free discussions of employees' problems have always been encouraged; help and advice have been rendered where possible. Sports activities have long been sponsored, a soft ball team in its third year displaying a spirit of co-operation and sportsmanship that is gratifying.

The Los Angeles Welfare Building

The Amsco Los Angeles Plant has a Welfare Building similar to the others including tiled locker rooms, showers and wash fountains. At this plant, too, the workmen are encouraged in sports activities and are helped over the "rough spots" by the management.

Bulletin Board on Employees Welfare Bldg. at Oakland, California, plant of American Manganese Steel Division.

Here, too, as in the other plants, labor turnover is low and a fine class of workmen has gravitated to the various plants.

Better Workmanship

That the investment in Employees' Welfare Buildings has paid is evidenced by the growing tendency upon the part of employees to keep the plant cleaner, as well as the welfare building, which has created more favorable working conditions and has reflected itself in better workmanship.

In addition to the facilities outlined, each of the plants has well kept toilets and drinking fountains situated at convenient places.

Employee Health Programs

Speaking at a sectional meeting of the Silver Bay Industrial Conference Dr. Donald Osborne Hamblin, Medical Director, American Cyanamid Company, said:

"Modern civilization has contributed to the multiplicity and complexity of the problems involved in maintaining the health of employees. At the same time, interest in employee health, and in industrial medicine, has developed so rapidly that employers who have not adopted some kind of health program are becoming the exception, and in general it may be said that both employers and employees have been awakened to the benefits of such programs.

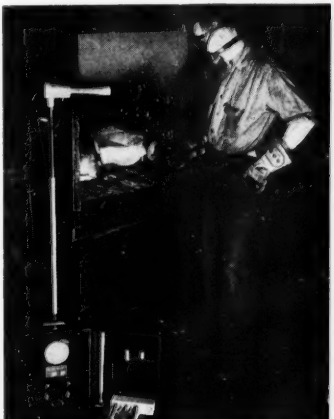
"In most cases employee health programs have started in tentative and cautious fashion and have then continued to expand simply because of the gratifying results to all concerned. Workmen's compensation laws undoubtedly have been a stimulus but on the whole these programs have been successful because employers realize that a healthy workman is an efficient workman.

"Benefits of health programs are both tangible and intangible. Among the tangibles are: reduction of compensation costs, decrease in absenteeism due to illness; the betterment of working conditions. Among the intangibles, which become apparent more slowly but just as surely, are: a general increase in efficiency throughout the plant; improved employee-employer relationships."

Continuing, he outlined the requirements of a health program as set forth by the American College of Surgeons, defined the duties of the industrial physician and gave a list of numerous well-qualified agencies, both public and private, that stand ready to help in the development and execution of employee health programs.

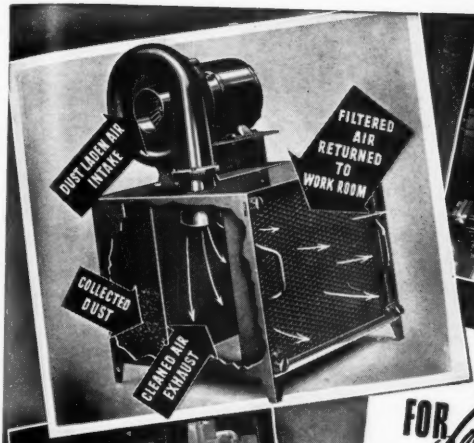
All plants can

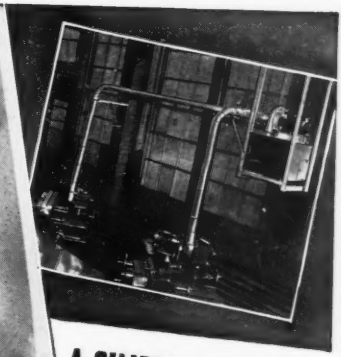
Concluding, he said: "There is a feasible and worthwhile employee health program for every plant, no matter how large or small. From the agencies which have been mentioned, all the necessary information may be secured on programs, equipment, costs, record forms, toxicological and hygienic data.

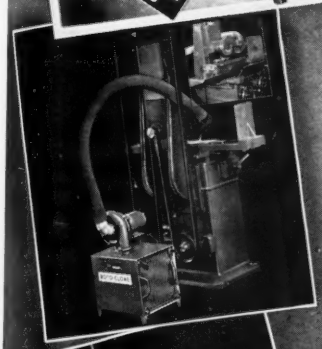


The well-developed plan provides employees with health preserving equipment.

With this wealth of resources at its disposal, is there any reason why an industry should not have an up-to-date program for the maintenance of employee good health?"







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